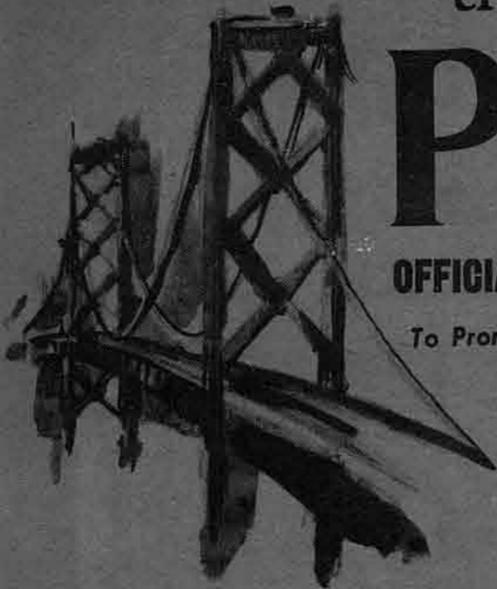


# POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

To Promote the Efficiency and Good Name of the San Francisco Police Department and its Members



Member of COPS—California Organization of Police & Sheriffs

Member of ICPA—International Conference of Police Associations

VOL. 6

SAN FRANCISCO, JULY 1975

204

NO. 7

## FANTASTIC VICTORY FOR POA

LANDSLIDE VICTORY FOR ALL

POA CONSTITUTION PROPOSITIONS

by Gale W. Wright

With only a little over one half of the eligible members voting, each of the 18 Constitution Propositions of the San Francisco Police Officers' Association passed with an overwhelming majority of recorded votes.

The major issues at stake were:

Political endorsements

A much needed dues raise

The elimination of outmoded percentages of certain funds

A six months forgiveness moratorium for non-members, and

A reduction in the voting rights of Retired members.

Hopefully, it might be of interest to the reader to learn just how these successful changes came about. In March, President Crowley appointed a five member Constitutional Revision Committee. In May, 25 proposals were presented to the full Board of Directors. The 18 which survived that meeting by large majorities then were printed in both the May and June issues of *The POLICEMAN*.

During June, President Crowley, Editor Gale Wright, Treasurer John Ballentine and Director Al Casciato tried to visit every Company, Bureau, Unit, and any group of four or more members we could get to sit down for fifteen to thirty minutes.

Each presentation covered seven main topics: The strong possibility that the Supervisors would try to give us less than a 13% raise; the need to be able to make political endorsements; the anticipated 75/76 POA Budget; the Corrected 75/76 Budget; Achievements since 1968 up to the present and finally the Constitution and By-Laws changes themselves.

There is no doubt in my mind that the personal contact with the members during these presentations are what sold each proposition. Regardless of all of the POA Bulletins, Messages from the President, a monthly newspaper and what-have-you, the personal contact is what counts.

Each presentation concluded by exhorting the members to attend the General Membership meeting of June 17th in order to get enough Yes votes at that time so that all 18 propositions would get on the mailed ballot, so that all members could vote on them.

Many of us wondered if there would be enough members to fill the Irish Cultural Center at 45th and Wawona on that night of the General Meeting. There were about 100 chairs already set up. By 7:45 p.m. and as late as 8:15 p.m., another 200 plus chairs were moved into place to accommodate the members who just kept on coming in, and kept on coming in. It had to be the largest meeting I have ever seen in my 18 years in the business.

By a vote of 200 to 45, a motion was passed to put all of the 18 propositions on the ballot, after the above mentioned presentation was made. The Election Committee was named. The three girls at the office, Ethel, Lavern and Louise, worked all the next day on the ballot, and it was mailed out to 1700 active and 400 Retired members on Friday.

The unity of the entire process, from March (acknowledging that changes were needed), endorsement of the Board (passing the 'right' ones onto the membership), the Presentations (personally contacting the members), the huge General meeting (which passed the entire package so everybody could vote on them), the girls at the office (who worked so hard to get the ballot ready), the the Election Committee (who spent all day counting the ballots) and finally to the members who said Yes by substantial majorities in each and every proposition asked of them.

The successes of the SFPOA continue to grow and grow and grow.

## COMMISSION APPROVES POLITICAL PATRONAGE

by Mike Hebel

On Wednesday, July 2, 1975 the San Francisco Police Commission assaulted the civil service merit system and battered the cherished idea of police professionalism.

### RENO and RODNEY

On that day the Police Commission by a 2 (Cardoza and Garner) to 1 (Buckley) vote approved a "Request for a Supplemental Appropriation in the sum of \$53,590 in order to reclassify one position from Q-2 Police Officer to Custodian of Property, and one position from Q-35 Assistant Inspector to Director of Community Relations, to be effective August 1, 1975." This request abolishes one assistant inspector and one patrolman position and creates a custodian of property and director of community relations.

The Commission desires to do the following:

	July 1	August 1
Reno Rapagnani	\$1387/month	\$1,842/month
Rodney Williams	\$1488/month	\$2,300/month

### BUCKLEY DISSENTS

Every member of the Police Department and every City tax payer should personally thank and congratulate Commissioner Robert E. Buckley for the manner in which he cast his vote on this issue. Commissioner Buckley voted against this supplemental appropriation.

Association President Jerry Crowley also vigorously opposed this appropriation. He stated that the Board of Supervisors is trying to cut 5% from the Police budget and at the same time the Commission is approving this request for additional monies. Crowley stated that the department has other priorities such as Patrolman II which must be considered before these two positions are upgraded. He urged the Commission to reject this request which is based on "political considerations" rather than on demonstrated necessity.

### ROAD AHEAD

This supplemental appropriation will now be forwarded to the Controller's office and the Mayor's office. If approved by the Mayor, it will be sent to the Board of Supervisors where public hearings will be held before the powerful finance committee.

Either the "juice" is really in on this one, or else the Commission was making one last effort on behalf of these two individuals prior to the upcoming mayoral race. City Controller Nathan Cooper has already announced that supplemental appropriation requests in 1975-76 are a wasted effort in view of the City's financial situation. (Cont'd Pg. 3)

## REDUCTION IN LEEP FUNDS

by Ron Vernali

Please be advised that if present trends continue, as of September 1975 there will be a reduction of 45 per cent in LEEP funds. This reduction is a result of President Ford's attempt to bring some stability to the economy. The LEEP program at the present time is funded nationally for \$43 million dollars and includes over 90,000 students attending slightly over 1,000 colleges and universities.

California and especially  
(Continued Back Page)

# \$68,000

## POLICE STUDY

by Al Benner

The Board of Supervisors recently approved a \$68,000 proposal for the Development and Validation of retention standards and pre-employment testing for the San Francisco Police Department. The contract goes to the Los Angeles based Psychological Services Incorporated and will be administered by Vice President Bill Ruch. The firm has extensive background in the civil service field and Mr. Ruch has been acknowledged as an expert witness by the Federal Court. The contract is the result of long term efforts by the Director of Personnel, George Eimil and his staff to obtain standard evaluation procedures.

### PURPOSE

The purpose of the proposal is to develop and validate physical abilities and job knowledge retention, job performance standards, and to investigate the validity of both the physical agility test, as well as the written examination.

### PROCEDURE

The study will consist of: (a) determining exactly what a Patrol Officer must know and must be able to do in order to perform his/her job properly; (b) developing and validating procedures for evaluating these knowledges and abilities in the Police Academy; (c) developing and implementing procedures for evaluating these knowledges and abilities on the job; and (d) demonstrating a statistical relationship between the written and physical Civil Service examining procedures and subsequent performance in the Academy and on the job. The specific steps to be followed in conducting the study are as follows:

1. Preliminary Job Analysis. The purpose of this preliminary job analysis is to obtain information which can be used in developing the Job Analysis Checklist and which can be used in establishing Behavioral Objectives by which Recruits can be evaluated in the Academy. This will consist of interviews with Patrol Officers, Supervisors, and Training Personnel; review of such materials as the San Francisco Police Academy Recruit Training Manual, the Commission on Peace Officers Standards and Training Basic Course Revision Project, and available class descriptions. It will also consist of reviewing job analyses and validation studies conducted in other departments.

2. Design and Pre-test of Job Analysis Checklist. Based upon the results of Step 1, above, a comprehensive Job Analysis Checklist (JAC) will be developed in a form which can be filled out daily by Patrol Officers. The JAC will enable the Officer to give a detailed accounting of activities performed during the day by making appropriate check marks and, where appropriate, by writing in necessary supplementary information. Additionally, a section of the JAC will be structured to allow the recording of job activities which occur infrequently, perhaps only a few times during an Officer's career (such as firing a weapon at a suspect), but are of extreme criticality and importance. The design of the JAC will be such that it will be amenable to quantitative data analysis with a minimum of subjectivity. (Cont'd Back Page)

## POLICE YEARBOOK

Taylor Publishing Company has been contracted with to print and publish a beautiful hard bound cover yearbook of the San Francisco Police Department. The Police Officers' Association awarded the contract to Taylor Publishing Company upon final approval from the Association's Board of Directors.

Taylor Publishing Company is a subsidiary of the Insilco Corporation. Taylor has been in the publishing business since 1939. The company does over 40 million dollars annually and has long been recognized as the leader in the finest quality printing in the industry.

Further details concerning this project will be forthcoming in future issues of your newspaper.

# Treasurer's Report

by John Ballentine

By the virtue of the office I hold, and since the dues raise was passed, along with 17 other items in the recent POA election, the question I hear the most is, "Well, what are you going to do with the money?"

If we are able to get the Controller to cooperate, the new raise will be coming out of the check of August 6, 1975. The rate then will be \$6.16 on a bi-weekly basis. While we are grateful that the membership did pass this dues raise, it is still lower than many other organizations of our size.

But, onto the question. The Board of Directors will be naming the priorities for the budget. It is my personal belief that we will not be funding any new projects. Certainly we will now be able to restore those monies necessary for 1) The Administrative expenses and 2) the Committee expenses which had to be cut previously, due to the lack of proper funding.

The bulk of the spending will continue to be in those areas of Labor Relations, Legal, and Legislative. Additional monies alone will not solve all of the problems the SFPOA faces.

The salvation of the POA is the renewed interest of the membership in the many aspects of Association business. The attention given to the presentations which preceded the election, demonstrated to me that the members are willing to take an active part in the activities of their Association. There was no better demonstration of this concern than the largest turnout of members to the General Meeting on June 17, 1975 that we have ever seen. We literally filled the large ballroom of the Irish Cultural Center.

That interest and concern, and how you put it into action, will be the solutions to those problems which all of us know about.

One of the first changes you will see will appear in the August issue of this newspaper. The financial statement will be computerized. This will provide a lot more information regarding the monthly Association cash receipts and disbursements.

I believe the Association is becoming sophisticated and efficient working force for changing and / or improving our working conditions, the Department and the Community. I also know it looks that way to others. I hope it looks that way to you too.

## SERVE ON COMMITTEES!

the San Francisco  
**POLICEMAN**  
OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION  
548 - 7TH STREET, SAN FRANCISCO, CALIFORNIA 94103  
(415) 861-6020 861-5050

Gale Wright ..... Editor

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Members or readers submitting letters to the editor are requested to observe these simple rules:

- Address letters to the Editor's Mail Box, 548 7th St., San Francisco, Calif. 94103.
- Letters must be accompanied by the writers true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editors reserve the right to add editor's notes to any article submitted, if necessary.
- Arcles should be limited to three pages, typed, double-spaced.

POSTMASTER, ATTENTION! P O Forms 3479 Notices should be sent to: S.F. Policeman, 548 7th St., San Francisco, Ca. 94103. 2nd Class Postage Paid at San Francisco, Calif.

# Widows & Orphans

The meeting was called to order by Pres. Frank Jordan, at 2:15 p.m. Wednesday, June 18, 1975 in the Traffic Bureau Assembly Room Hall of Justice. All Officers were present. Lee McVeigh, Solo Motorcycle, was inducted as a new member.

The Secretary reported the following donations: Mr. Viscihlia—for extraordinary services by the Northern Station; Mr. & Mrs. Johnson—in memory of our departed Brother Robert Marley; Mr. Joseph I. Wilson—because he likes policemen.

Treasurer Barney Becker reported the following deaths:

**Ray Cooper**—entered the Department in 1935, age 24. He served at various stations and was appointed Sergeant in 1945. He served in the Accident Bureau for four years. The last ten years were at Ingleside. Retired for service in 1969 and was age 65 years at the time of his death.

**John Erasmy**—entered the Department in 1918, age 23. He served at Co. B during most of his time in the Department. Retired on service in 1950 and was age 78 at his death.

**Robert Marley**—entered the Department in 1947, age 23. Worked on the three wheelers for 9 years. Mounted Detail for 11 years before his retirement for disability in 1973. Was 51 years of age at the time of death.

**Edward Naughton**—entered the department in 1940 at age 29. Ed worked in the Northern Station for many years before his retirement for disability in 1959. Ed was manager of the Credit Union after his retirement. Was age 63 at the time of his death.

**John J. O'Brien**—entered the Department in 1919, age 22. Was appointed a Corporal in 1933. Served at the old North End Station. Appointed a Sergeant in 1937 and finished his duty at Northern Station before retiring on disability in 1944. He was age 78 at the time of his death.

Brother Devine reported that the next Academy class will be held starting July 21. The Association has been hurt financially due to the fact that we have not taken in any large number of new members. Hope to gain at least 100 from the classes that will begin the Academy.

Respectfully submitted,  
Bob McKee, Secretary

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# President's Corner

BY JERRY CROWLEY



San Francisco Police Officers' Association

548 - 7TH STREET  
SAN FRANCISCO, CALIFORNIA 94103  
(415) 861-5060



July 9, 1975

The Honorable Joseph L. Alioto,  
Mayor of San Francisco,  
Room 200 - City Hall,  
San Francisco, Calif. 94103

Sir:

The San Francisco Police Officers' Association violently opposes the Police Commission's recently approved Budget Request designating salary increases for the Property Clerk and Community Relations Director.

These Special Preference positions and the Civil Service Merit System cannot coexist. Political Patronage and the priorities of Policemen is an inconsistency that no elected official can justify.

The Police Commission has failed to reorganize the Police Department and execute the mandate of the people of San Francisco under Proposition E. This mandate for Reorganization had as it's main thrust the upgrading of the rank and file Patrolman. Reorganization does not begin with these two insignificant patronage appointments that have recently been made by the Police Commission.

Influential friends in high political office seems to be the only justification for the Commission's sudden request to upgrade these two positions. Our Association has in the past, and will continue in the future, to support the competitive Civil Service Merit System and will vigorously oppose any attempt by the Police Commission and individual Police Officers to evade that system by seeking unwarranted preferential treatment.

While in past years Political Patronage may have been a means for advancement in the Police Department, the collective voice of Policemen now demand that this route be forever closed. Should this appropriation request reach the Board of Supervisors, it is our intention to use every means possible to expose and eradicate this political pay grab.

Respectfully,

*Gerald A. Crowley*  
Gerald A. Crowley  
President, S.F.P.O.A.

GAC/eg  
cc: Board of Supervisors

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# POLITICAL PATRONAGE (Continued from Pg. 1)

## ASSOCIATION POSITION

It is expected that the Association's Board of Directors will take a strong position in opposition to this blatant political patronage. Considering the fact that the Commission has refused to presently seek the establishment of needed career

incentive positions but prefers political upgradings, a vigorous word of reproach may well be sent to the Commission.

The insidious head of political patronage has now shown that it is not dead within the department. It must now be put

to its final rest.

All interested parties are urged to complete the attached coupons and mail them to evidence their present and continuing opposition to political favoritism and fiscal irresponsibility.

**Mayor Joseph L. Alioto**  
City Hall, Room 200  
San Francisco, CA 94102

Dear Mayor Alioto:

On July 2, 1975 the Police Commission Approved a \$53,390 supplemental appropriation request and forwarded it to your office.

I urge you to deny this request for the following reasons:

1. It is a totally unjustified expenditure of taxpayer's monies.
2. It is the creature of the political patronage system which emasculates the civil service merit system.
3. In the present climate of tight money, this type of monetary "give away" by public officials must be exposed and denounced.
4. Other:

Dated: Signed:

**Supervisor Dianne Feinstein**  
President, Board of Supervisors  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor Feinstein:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

1. It is a totally unjustified expenditure of taxpayer's monies.
2. It is the creature of the political patronage system which emasculates the civil service merit system.
3. In the present climate of tight money, this type of monetary "give away" by public officials must be exposed and denounced.
4. Other:

Dated: Signed:

**Supervisor Alfred J. Nelder**  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor Nelder:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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4. Other:

Dated: Signed:

**Supervisor John L. Molinari**  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor Molinari:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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4. Other:

Dated: Signed:

**Supervisor Robert H. Mendelsohn**  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor Mendelsohn:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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4. Other:

Dated: Signed:

**Supervisor Ronald Pelosi**  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor Pelosi:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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3. In the present climate of tight money, this type of monetary "give away" by public officials must be exposed and denounced.
4. Other:

Dated: Signed:

**Supervisor Terry A. Francois**  
City Hall, Room 235  
San Francisco, CA 94103

Dear Supervisor Francois:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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3. In the present climate of tight money, this type of monetary "give away" by public officials must be exposed and denounced.
4. Other:

Dated: Signed:

**Supervisor John J. Barbagelata**  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor Barbagelata:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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3. In the present climate of tight money, this type of monetary "give away" by public officials must be exposed and denounced.
4. Other:

Dated: Signed:

**Supervisor Robert E. Gonzales**  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor Gonzales:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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2. It is the creature of the political patronage system which emasculates the civil service merit system.
3. In the present climate of tight money, this type of monetary "give away" by public officials must be exposed and denounced.
4. Other:

Dated: Signed:

**Supervisor Peter Tamaras**  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor Tamaras:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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2. It is the creature of the political patronage system which emasculates the civil service merit system.
3. In the present climate of tight money, this type of monetary "give away" by public officials must be exposed and denounced.
4. Other:

Dated: Signed:

**Supervisor Dorothy von Beroldingen**  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor von Beroldingen:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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2. It is the creature of the political patronage system which emasculates the civil service merit system.
3. In the present climate of tight money, this type of monetary "give away" by public officials must be exposed and denounced.
4. Other:

Dated: Signed:

**Supervisor Quentin Kopp**  
City Hall, Room 235  
San Francisco, CA 94102

Dear Supervisor Kopp:

On July 2, 1975 the Police Commission approved a \$53,590 supplemental appropriation request and forwarded it to the Mayor's office.

While the chances of this most imprudent request receiving the Mayor's approval are slim, I urge you to oppose this appropriation should it ever reach the Board of Supervisors for the following reasons:

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3. In the present climate of tight money, this type of monetary "give away" by public officials must be exposed and denounced.
4. Other:

Dated: Signed:

# ARE THE CITY MANDATORY HEALTH PLANS SUFFICIENT?

by Gale Wright

In the May issue of The POLICEMAN, I asked the above question. The material I drew upon for the article was the big fold-out sheet distributed by the Health Service Board to all city employees. I thought the idea was for the city workers to compare the different plans and thus choose the one which was best for them and/or their families. Apparently I made a BIG mistake.

The President of the Health Service Board did not like my article and he says so in the letter below, which is printed in its entirety. I really don't mind the personal attacks so much, but what should become clear to every reader is that he did not even bother to answer any of the questions raised, save a not quite factual response about why the Old Republic Insurance Company's plan was not accepted.

Look for the answers to: 1. Why does only Kaiser offer preventive medicine care? 2. Why can't retired members add dependents to their plans? 3. What are parts "A" and "B" of Medicare? 4. Why don't the companies bid on getting all of the city employees into "their" plan, instead of just their share of the pie? Let me know if you find the answers to these questions.

Mr. R. J. Cameron of the Old Republic Insurance Company also read my article, and Mr. Paretchan's letter. He in turn wrote his own letter which is also printed below. Draw your own conclusions, and perhaps take a few minutes to write your thoughts to this newspaper.

## HEALTH SERVICE BOARD

This is in response to the article appearing in your May issue under the caption, "Are City Mandatory Health Plans Sufficient."

It was disheartening to me to learn that the writer did so little research and as a consequence was so poorly informed about the Health Service System generally and the Benefits of the System specifically. Perhaps if he had attended Board meetings which are open to the public, "as a matter of fact" attended just one meeting, I feel certain that it would have been obvious to him that the Board is continuously and conscientiously working to provide San Francisco City Employees with the best medical delivery system available at the lowest possible cost.

The Health Service System up until April 1, 1973 offered four (4) plans to members. One plan due to financial reasons chose to cancel their contract with the System. Subsequently, the Board listened to presentations from many organizations offering medical plans, none of which were completely satisfactory in view of the plans already being offered.

Old Republic was among the companies presenting plans, and incidentally came before the Board on three separate occasions. I was personally lobbied by police officers whom I thought were conscientiously representing the Police Officers' Association and indirectly the membership, to influence my decision on accepting Old Republic as an official plan. I later learned that one of these individuals was working directly with Healy Insurance Agency, the local representative for Old Republic and presumed to be a paid employee with the Healy Company.

The Old Republic Plan was studied in depth by the Board and directed for further study to the System's Actuarial firm, Rael & Letson, a very highly respected authority in the field and retained by many union groups, metropolitan cities and private employee groups. The actuarial report stated that Old Republic's plan provided approximately one-third of the benefits offered by Plan I, the City Administered Plan. The Board then decided that the inclusion of this plan would be a step backward and not an improvement to the System.

I have personally compared the benefits offered over the past five years. It should be obvious to any interested party that the benefits have been upgraded in nearly every area, i.e., Hospital Room and Board \$65 per day to \$100.00.

Coverage—70 days per year to 365 days.

Auxilliary Cost—\$1,300 per year to \$2,000.00.

Maternity—\$120 per year to \$900.00.

Major Medical—Lifetime Maximum \$50,000 to \$1,000,000 (1 million) 100% after first \$2,000.00.

I could go on and on and on.

The System must be functioning well since appeals (complaints) directed to the Board for special adjudication have dropped from 10-15 per month to an average of less than 1.

I have personally spoken to three officers and have heard from several others who have stated that they are very well pleased with the System, particularly, since the successful passage of Proposition 'O' in 1972.

We are a service organization and are happy to deliver the service; however, the rules and regulations under exemptions allow any police officer or any other employee for that matter earning over \$14,000.00 per year to qualify for exemption from the Health Service System. If anyone and especially you, Mr. Editor, feel that they can do better on the outside, they are free to go.

Mr. Editor, your article stresses the importance of reading the Comparison Sheet carefully and further on, you call specific attention to the bi-weekly rates. You mention "in your opinion" that there should be four or five plans to choose from including Old Republic. Your article indicates that you do not have sufficient understanding of the Health Service System to formulate a valid opinion.

Your statement reads that each plan should be bidding on the potential of 24,000 City employees. You most certainly must have overlooked the City Charter which allows City employees freedom of choice in the Plan selected. I will not dignify your remarks relative to "Monopoly" and "price-fixing" with an answer.

In conclusion, I would like to leave this thought with you and your readers. The Health Service Board is composed of a knowledgeable dedicated group representing a cross section of the City and County of San Francisco. When I say dedicated, it is proved by the many increases that have been derived over the past few years. If you cannot see them, then you join the ranks of those who most of us are always beefing about. You know the people I mean. The one's who are "experts" in everyone else's field. Those that show their ignorance by expounding on subjects they know nothing about.

Harry Paretchan, President  
Health Service Board  
City & County of San Francisco

## OLD REPUBLIC

Mr. Gale Wright, Editor  
The San Francisco Policeman  
548 Seventh Street  
San Francisco, California 94103

Dear Mr. Wright,

We have read Mr. Harry Paretchan's, President of the Health Service Board, answer to your article which appeared in the May 13th issue of The San Francisco Policeman.

It is true that we appeared several times before the Health Service System at the invitation of Philip J. Kearney. The last time we appeared, Old Republic's plan was represented at their regular meeting of Thursday, October 9, 1973. Each member of the Board was presented a folder containing a booklet describing our plan, together with the SMA-12 blood sample kit and all documents that would accompany our preventative medicine program. Also, contained in this kit was a comparison sheet of the health plans available to the employee and dependent, along with Old Republic's plan, including dental.

At the bottom of the comparison sheet were the current premium rates for all plans. Old Republic's rates for employees out-of-pocket expenses, quoted at that time to the Health Service Board, were 9% lower than the City Administration Plan, 98% lower than the Blue Cross Plan and 23% lower than the Kaiser Plan.

We can not quite conceive where Mr. Paretchan has received information that the benefits of Old Republic's plan were 1/3 of the City Administration Health Plan, let alone the Blue Cross and Kaiser plans. At the time of our presentation, Old Republic's plan was then compared to the plans then in operation. If, since that time, the Health Service Board has increased the benefits of their own plan, Old Republic has not been cognizant of this fact, nor has Old Republic been invited to submit a proposal since 1973.

Old Republic's main objective is to be able to provide the best plan of insurance to the Police Officers Associations at the lowest possible cost. We feel that we had accomplished this with our final presentation to the Board in 1973.

We welcome the opportunity to again appear before the Health Service Board.

With Best Regards,  
R.J. Cameron

## HEALY INSURANCE

Dear Sgt. Wright:

I received the copy of the letter you recently received from the Health Service System dated June 2, 1975. I feel it necessary to comment on some of the apparent mis-conceptions mentioned in this letter.

First, let me say that the writer of this letter is correct in his opinion that the representatives of the Police Officers' Association were conscientiously representing the membership. This holds true of many police officers throughout the state for whose associations we have the good fortune of providing coverages, including medical, dental, life and disability.

It is most important that the writer of this letter and whoever his source of information may be, clearly understand that at no time has the Healy Insurance Agency had a member of the S.F.P.O.A. Board or for that matter, a member of THE S.F.P.O.A. on its payroll. The comment that someone was "working directly with Healy Insurance Agency" would apply to literally hundreds of police officers as well as fire fighters throughout the state. Possibly the writer doesn't quite understand that the association's responsibility doesn't end when the contract for insurance is signed, it just begins. There are many hours spent by various members of any association dealing with matters of claims, types of coverages, payroll deduction corrections and many more insurance oriented matters. In this light, yes there are members "working directly with Healy Insurance Agency" because that's their job and for the most part, a thankless job and a non-paying job.

Regarding the quality of the Old Republic plan, I cannot help but wonder just how thorough a study was done in evaluating the plan. I find it hard to imagine that a complete study could be done without contacting the actuarial department of Old Republic, the claims department or at least the representatives, in this case Healy Insurance Agency. At the time the presentations were made, Old Republic offered to use whatever claims examples the board wished to submit. To the best of my knowledge no such examples were submitted. The underwriting and actuarial departments of Old Republic were represented at the various presentations but were not called upon for supporting information nor follow-up information. It should be pointed out that there are thousands of people presently covered by Old Republic health plans among them several national employers whose payroll exceeds that of the City and County of San Francisco. This I believe is testimony of the quality of the coverages.

I hope that you will find this letter helpful in evaluating the comments made in the letter you received from the Health Service System dated June 2, 1975. Please contact me if I can be of any further assistance.

Sincerely,  
Raymond P. Petersen, President  
Healy Insurance Agency, Inc.

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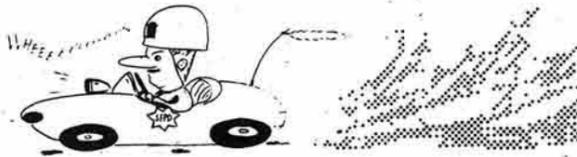
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**ON ROUTINE PATROL** by S.G. Yasinitsky



If you noticed **John Hanifin** and **Bil McCool** bringing in five innocently smirking four-foot tall juveniles into Taraval Station recently, don't think of it too lightly. Our men had taken a stolen auto report on Irving Street that morning: a metallic blue '65 Chevy. Three hours later, while driving around scenic Lake Merced they spotted the car driven by someone who was barely visible above the dashboard. They followed, but the stolen car split, and on with the merry chase. Up and down Lake Merced Boulevard, on to Skyline, doubling back around the lake at 100 miles per hour, then on to Highway 280, and all the way to Pacifica, where the mini quintet was finally captured after a frightful pursuit. The 15-year-old driver didn't do too badly, carrying his 12-year-old passengers all that way with only one minor fender-bender.

Operation Center's **Art O'Keefe** got a call from a woman who wanted to turn in a prison escapee lodging at her house. She specified that only plain-clothes-men be sent, since uniformed police could alarm the fugitive into a shoot-out which could harm her pet kitty-cat. Needless to say our men pussycotted incognito and nabbed the guy with nary a loud word.

**Joaquin Santos** (better known in the Fillmore as Walk-in Sand-toes) and **Dan Foley** of the Northern Robbery Crew were following a suspected dope dealer in the Tenderloin. The dooper made a left turn just where there's a sign "NO LEFT TURN" (stupid!...) and gave our men cause to stop him. The crook pulled up in front of Northern Station, and shaking like a leaf, unloaded his wallet, dropping all his credentials to the floor. Our helpful guys went to pick it up, and lo, what's this? Besides the contents of his wallet, there lay one hundred (count them) balloons of heroin, ready for marketing, not mentioning various burglar tools and weapons. He was slapped in jail, of course. This is what's known in police science as balloon effect.

Attention, all you sherlocks! Don't rely on technical aids too much. We are supposed to build our cases via scientific methods, using modern technology. But a recent victim who had wired his telephone, so that it would record anyone using it while he was out to sea, caught just such a communication made by a burglar who'd wiped him out and who'd called his fence and a taxi from the burglarized apartment. From this tape we discovered the receiver of the loot and grabbed him his girl-friend, and the burglar, recovering most of the property. The case seemed air-tight. But no! When we came

before **Judge Agnes O'Brien Smith**, the defense attorneys proved that new Section 633 of the Penal Code forbade the use of any evidence gathered by tapping a telephone. There were no exceptions. D/A's **Deputy Leo Murphy** was perplexed, but conceded that we had nothing going for us, and the case was dismissed. The clincher is that the only person against whom there was enough evidence to prosecute was the victim himself, culpable for illegally tapping his own phone...

A woman was alarmed by a character at her door, carrying a large camera bag, who kept insisting that she let him in to photograph her children. She called Taraval men **John Forbes** and **John Bourne**, but the stranger had fled. Our men found him near a school nearby and brought him in. He gave them a phoney name, but a fingerprint check showed him to be a genuine baddy wanted by San Mateo authorities for burglary.



LONG, LONG AGO

This is not a scene of a wake or of a funeral, but of the Chief's Office in 1928. It shows the transfer of power from outgoing Chief **Dan O'Brien** (center) to the new Chief (formerly Corporal) **William Quinn** (left). A **Lieutenant Phiffer** is on the right. While Chief O'Brien served in that office eight years, Chief Quinn was boss for 28 years! The average height of all three men was 6 feet 3 inches. Those were men to match our mountains. (Thomas Walsh Photo Collection).

Our two Johns recalled another recent case of a camera-bag-carrying burglar on Garcia Street. **Ed Tank** of the Burglary Detail quickly got a confession from this crook that he was the thief they all had in mind, and the case was in a bag.

**Iggy Fuentes** and **Dan Inocencio** of the Southeast took a report of a warehouse burglary on Underwood Street where the thieves broke into a sausage company refrigerator and swung with a 100-pound box of beef navels and 80 pounds of beef lips. Wow, what a score! I wonder what they thought when they opened up the crates. But maybe they wanted equipment for practicing for a navel kissing contest...Burglary's **Neal Jordon** is looking around for some puzzled suspects.

Another burglar ripped off neighbors of the Mayor himself and was eventually identified as a crook who'd victimized his own grandmother (bad show!) in the Mission District. Well, **Danny Hance** and **Ronney Sheppard** of the Mission's Burglary Crew saw the fugitive's picture and committed it to memory. Later they went to the Doggie Diner on 18th Street, to get a cup of coffee. And who do you think was sitting there, having coffee himself? Right—our very burglar. Ronney and Dan introduced themselves, announcing their intention to lock him up as soon as they all were through with coffee. (Very civilized.) Lucky victims: the thief was still wearing their five-thousand-dollar platinum-and-diamond bracelet, not realizing its value.

Those of you who complain about the deterioration of the old new Hall of Justice should have been at the old, old Hall of Justice in its last days where you were often warned in some rooms not to cough or sneeze, lest the plaster fall off the ceiling and kill you.

**Rich Holder** and **Mark Swendsen** of the Southeast relate an oldie but goodie, how a couple of years ago a woman got drunk in a tavern on Third Street, got picked up by six sailors, and was taking them all home with her. Somewhere along the line she got sober enough to realize her limitations and decided to call the police for help. Rich and Mark responded together with **Randy Thorn** and **Gary Kruger**. But by now she chose to refuse being rescued. Her condition indicated, however, that rescue was imperative. She then went into a protest by stripping down to her birthday suit, revealing some unusual tattoos on her buttocks. One side had the Good Housekeeping Seal of Approval and the other, "UL Tested" insigne etched in every detail...No, there wasn't a "U.S.D.A." stamp on her anywhere. Sorry.

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REPRESENTING MORE THAN  
150,000 POLICE OFFICERS  
POLICE STRESS PROJECT  
June 20, 1975

Gerald Crowley, President  
San Francisco Police Officers Association  
548 7th Street  
San Francisco, California 94103

Dear Jerry:

The ICPA has been privileged to receive a \$102,000 grant from the Police Foundation, for the purpose of studying job stress in policing.

Some time ago, you or your representative was invited and/or attended a preliminary meeting to discuss the various stress aspects of policing. For various reasons, your association has been selected as one of the cities in which some of your members will be requested to fill out a questionnaire relative to their opinions in job stress.

At the ICPA convention to be held in Seattle, Washington, in July, you or your representative is requested to attend a special orientation session to talk about the questionnaire and what your association's responsibilities will be in providing responses to said questionnaire.

If for some reason you should not wish to participate, remembering that this project is essential to the ICPA, please notify this office before July 1st, 1975, so that an alternate association may be selected.

I strongly urge you to give your fullest cooperation to this project, the results of which will only make our assignment as labor representatives easier for our respective membership.

Fraternally,

*Ed*  
EDWARD J. KIERNAN  
President

K:r

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**Victim**

by Al Casciato, Co. A

In 1967 while I was attending high school here in San Francisco, I heard the story about a student at Polytechnic, who was severely beaten on the head with a hammer by a gang of hoods, who just happened to also attend the same school.

Shortly after I joined the Department in 1971, one of my first assignments was to respond to a home, where the parents of a young man claimed that he was beyond their control. They gave my partner and me a brief history of the problems they had with him, which included the fact that their son was mentally disturbed due to the hammer beating he had received at Poly High.

During the next four years that my partners and I responded to that home, we always took the son to the Psychiatric Ward at S F General Hospital. Each time, the son was released very soon after admission. The parents knew their son was becoming progressively worse, but the doctors would not help him, and was there anything we could do to help him?

In January of this year, the son went to a bar, had a few drinks, and returned home, only to lock himself in his bedroom. The parents heard him talking and yelling at himself. They feared he would soon be in a rage, so they called the police.

Before we got there, the son had fired a shot from a gun he kept in his room. For some reason, the son opened the door and then his father was miraculously able to disarm his son. We helped restrain him and took him on the familiar trip to the Psycho Ward. Because the son had an alcoholic breath, he was refused admittance. We had only one alternative left, and that was to book him at the City Prison.

After this mentally disturbed 22 year old lad was processed through the judicial system, he was finally sent to a State mental hospital. He had to become a criminal in order to get the help he needed in the first place when he was the victim.

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# CRIME PREVENTION EDUCATION

by Lt. Frank M. Jordan

## BURGLARY PREVENTION AND HOME SECURITY

Whenever you leave your home to spend an evening on the town, or take off for a weekend of fun, or a vacation, housebreakers can and often do move in if they are certain no one is home. Burglars spend their daylight hours canvassing neighborhoods for overstuffed mailboxes, stacks of undelivered newspapers, the UNLIVED IN look. In the evenings burglars look for darkened houses or for lights that are left on too long. They look for houses that are easy marks for entry with unlocked garages, poorly secured doors and windows, and with places to hide. Burglary is a problem but you can take steps to prevent it from happening to you!

## BASIC HOME SECURITY SUGGESTIONS

LA Burglars prefer darkness. Leave exterior lights burning in the front and rear of your home. Entry ways should also be well lit throughout the night.

Trees and shrubs should be trimmed so as not to block views from any door or window. This gives you, your neighbors and patrolling police a view of trespassers and denies intruders a place to hide while they work on locks or break in.

Don't leave large sums of money in your house. Banks are much safer and savings are insured. Valuable jewelry should be kept in a safe deposit box.

All exterior doors should be of solid core construction with hinge pins on the interior.

Install a wide angle door viewer in your front door. This allows you to identify a visitor before opening the door.

Every exterior door should have a deadbolt lock. Deadbolts should include:

1. A bolt which extends at least one inch when in the locked position.
2. A cylinder guard ring of hardened steel.
3. A hardened steel insert or bearing in the bolt. This prevents sawing of the extended bolt.

If you move to a new residence have your locks changed and reset, and new keys made. Do not keep house keys on the same ring with your car keys since duplicates can be made while your car is parked in a lot or garage.

Windows should not offer easy access. Locks, pins or other security devices should be installed and used.

Keep garage doors closed and locked. Most contain tools and other valuables. If the latter do not interest a burglar, your tools may. He'll borrow them to break into your home.

Hardened steel hasps and padlocks are recommended to secure both sides of a lifting garage door.

Install deadbolt locks on walk-through doors leading from your garage to your home.

If your garage has windows for ventilation, install the same security items as recommended for the windows in your home.

Alarms, if needed, should be installed with the advice of a reliable security expert or alarm company and be of a type suited to your needs and budget. Good alarm systems include:

1. A battery back up fail-safe system.
2. A fire-sensing capability.
3. A testing feature for checking its operation.
4. A notice as to who to notify in case of emergency.
5. Connection to a central alarm station.

## STOLEN PROPERTY IDENTIFICATION SYSTEM

In order to assist the recovery of lost or stolen property, maintain an up-to-date record of the serial numbers of all appliances, tools, radio and TV sets, firearms and other valuables in your home. Keep a detailed and accurate description of all valuables which do not have serial numbers. Whenever possible, permanently inscribe your valuables with your California driver's license number or Department of Motor Vehicles Identification Card number. Remember, property recovered by the police cannot be returned unless the rightful owner can be positively identified.

## VACATION SECURITY HINTS

The summer months are here again and many people are starting to take vacations. Here are some helpful tips to use when leaving home for an evening, a weekend, or extended periods of time.

Leave a lamp or two connected to an automatic timer, so that lights turn on at dusk, turn off a bedtime to react a lived-in look.

Close and lock all windows and doors including the garage. Leave shades or blinds in a normal lived-in position. Leave a key with a trusted neighbor who can check your residence & periodically change the position of drapes and curtains.

Cancel daily deliveries. Have a friend or neighbor pick up advertising circulars and continue to maintain the landscaping in front of your home.

Discontinue delivery of newspapers and have the post office hold your mail.

Notify your district police station as to the date of your departure and return.

Remember, burglars want to get in and out of a home without being noticed and in a minimum amount of time. They will usually avoid a home that looks occupied or is difficult to enter.

# COINS OF THE AMERICAN COLONIES

## Part I 1616-1678

The independent and freedom loving peoples of Europe who came to America to start and find a new life used many types of silver coins in their trading with each other and payments for imports. These included the following:

French louis—English guineas—German thalers 1/2 Dutch ducats—Spanish reales—Pieces of eight.

The silver pieces of eight was used as standard money unit throughout the entire colonial period and the gold doubloons was the popular gold coin in the Americas. While the large denomination coinage was sufficient for the colonists needs, the smaller denominations was scarce and was needed desperately. This brought about a large number of coins minted or accepted by the various colony groups and are generally described in the following paragraphs.

### SOMMER ISLANDS (Bermuda);

In 1616 a two pence, three pence, six pence and shilling was minted of brass (impure alloy) while the shilling was silvered. These coins were called Hogge money or Hoggies. This name was given because of the number of hogs on the island and because of the picture of a hog on the obverse side. (coinage are rare)

### MASSACHUSETTS:

The earliest medium of exchange was wampum authorized by the general court of Massachusetts in 1637 and decreed that wampamege should pass at 6 a penny for any amount under 12 pence. Wampum consisted of shells of various colors ground to the size of a grain of corn. In 1652 the General Court ordered the first metallic currency in the English Americas. (The spanish established a mint in Mexico City in 1535). The silver coins minted in 1652 was a threepence-sixpence and shilling.

Massachusetts also designed and minted coinage known as "Willow Tree" (1653-1660) "Oak Tree" (1660-1667) and the "Pine Tree" (1667-1674) and it was given these names because of the trees depicted on the reverse side of the coins. All these were of the threepence-sixpence and shilling denominations. All coins to this date was crude and irregular in shape and in the centering of the designs. Some of these coins are available today. (About \$100.00 to \$6000.00 plus according to condition)

### Maryland:

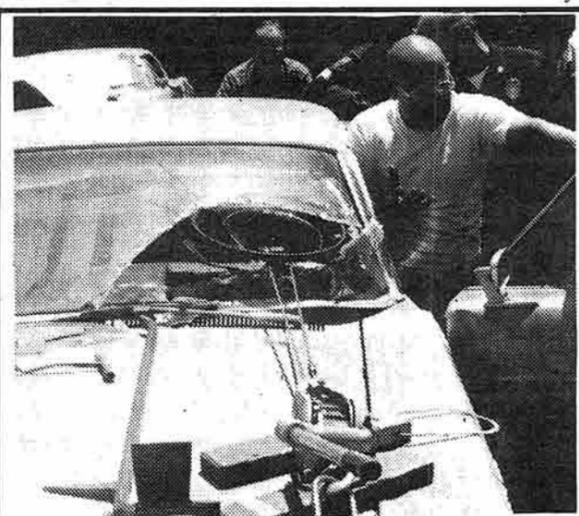
In 1658 a penny, four pence, six pence and shilling was minted in England for use in Maryland. The silver coins depicted Lord Baltimore on the obverse side and the Baltimore coat of arms on the reverse side. These coins and coins minted hereafter were well made and according to the modern style of coin in appearances. There are many variations. (Coinage are rare)

### New Jersey

Mark Newby, an Irishman, brought to this country some farthing and half penny coins and was known as the "St. Patrick Halfpence". This was in 1678. The farthing was made in bronze and also in silver and its is believed that these Irish coins were minted in Dublin. The unique design on the obverse shows a crowned king kneeling and playing a harp. The smaller coins (farthings) was never authorized for circulation in this country. (Coinage scarce)

End of Part I

George W. Sailor  
Curator, S.F.F.S.  
Numismatic Society



## BEHIND THE SCENE

Who keeps the light in the  
Window burning and the coffee  
Pot perking on the stove?

Who keeps the uniform freshly  
Pressed, as she makes secuBthat  
One loose button?

Who keeps a cheerful smile tinged  
With a wee-bit of fear as dawn's  
Light hesitatingly starts to appear?

Who keeps the little ones in line  
With the simple yet well placed  
Remark "Daddy wouldn't approve?"

Yes, you guessed right—the  
Same one who makes the pennies  
Stretch on a salary scarcely enough for  
Two (with another possibly on the  
Way)—the policeman's wife,  
That's who!

Thomas Warren Powers

## BANK FINDS A NAME

The Bank of Tokyo of California has decided to change its name to California First Bank.

The name change request

has been submitted to the State Banking Department, pending approval of the bank's proposed purchase of Southern California First National Bank.

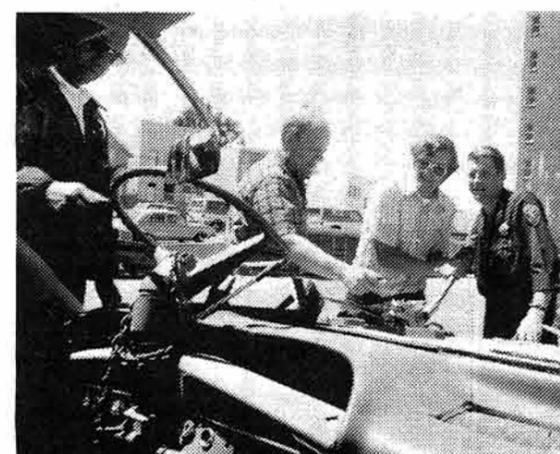
## LIFE SAVERS

On June 4th and 5th, members of the San Francisco Police Department's Traffic Bureau attended a two day seminar in Auto Extraction, hosted by the S.F. Fire Department.

Mr. O.B. Streeper of Illinois was the instructor in the lifesaving course that taught our officers the steps of removing injured persons trapped in their autos at the scene of an accident.

Our men in blue learned the task of bending a steering wheel, opening a jammed door, or removing a door to get at the accident victim.

During the two day class our men (along with the SFFD) practiced by completely tearing up 16 vehicles.



# YOUR ACHING BACK

## Part I

**Editor:** Back aches might be ranked with the common cold. Everybody seems to get one, now and then. The following article is presented in a series so the reader may save himself some unnecessary discomfort in the future. An experienced physical therapist describes her psycho-physical approach to low back pain.

"Are you trying to tell me this is all in my head?" asked Linda during her third physical therapy session. She told me that the exercises I recommended earlier that week had not relieved her low back pain and she was impatiently awaiting The Cure. Her question arose following my suggestion that she take a good honest look at her job and personal life. Without waiting for an answer, she went on by informing me defensively that her secretarial job, while not exactly stimulating, was quite satisfactory. Hobbies and night classes occupied her personal life so that she barely had time to squeeze in fifteen minutes a day for exercises.

Linda, a tall, energetic redhead, had been plagued off and on with low back pain for about the last four of her twenty-six years. When it flared up the last time, she decided to see an orthopedist. Like eighty per cent of all people with back pain, her problem was diagnosed as "muscle strain". She was referred to me for heat, massage and exercise to the low back. The prescription stated she was to receive her physical therapy three times weekly for two weeks.



Grace Harstad received her degree in Physical Therapy from the University of Wisconsin and has done post-graduate study in spinal manipulation in Australia.

She is a member of the American Physical Therapy Association and specializes in orthopedic disabilities. Her private practice is at 2211 Post Street in San Francisco.

Although Linda initially rejected my suggestion that she evaluate her life style for any connection between it and her back pain, I knew by her fourth visit that it was beginning to make some sense to her. She reported that over the weekend she felt great. She had taken the time to relax for several hours in the position I had shown her and had even performed her exercise routine. When she returned again two days later, she enthusiastically volunteered that there seemed to be a pattern to the fluctuation in intensity of the pain. The morning after a particularly frustrating night class, she could barely get out of bed, but the day following an exciting dinner date, she almost forgot about her back.

By her sixth and last visit, Linda had a good understanding of how to continue with the stretching exercises for her back and leg muscles and the strengthening exercises for long-neglected stomach muscles. She had developed a greater awareness of her posture and movement and, while still experiencing some back pain, she no longer felt victimized by it. Before leaving my office, she confessed that the major source of her back trouble seemed to be an uncomfortable relationship with one of the women in her small office. She had noticed the previous day that when the two of them got into an argument, her back muscles tensed up causing an immediate increase in pain.

Linda, like many of us, had been led to believe that having a purely physical problem in acceptable and even worthy of attention and pity but having a psychological or psychosomatic ailment is deplorable. This implies that it is actually possible to divide ourselves up into two separate and distinct components when in reality we are a single mind-body unit. Trying to partition this unit makes as much sense as attempting to solve the proverbial chicken and egg dilemma.

Two thousand years ago Aristotle said, "Doesn't everybody know that rage and lust and some other passions actually produce physiological changes?" It is really quite astounding that it has taken so long for this knowledge, apparently so obvious to Aristotle, to become of value for us. The current "revolution", stimulating a fresh approach to so many aspects of our lives, has given much impetus to the development of this mind-body awareness. The tremendous surge toward yoga and massage indicates a great hunger for rediscovering the human body and its relation to the whole man, knowledge seemingly so commonplace to the ancient Indians and Greeks.

Two of the current "in" therapies strongly emphasize the interdependence of body and mind. In Primal therapy, concentration is on feelings, yet Arthur Janov, the originator of this psychophysical approach to behavior, states, "Perhaps the most dramatic changes in post-Primal patients are physical". Rolfing, the second popular method, approaches the patient directly through the body in a series of painful physical manipulations. In this technique devised by Ida Rolf, the emotional pains from the past are released in the present through experiencing physical pain. Both of these therapeutic techniques claim to produce the same result — a person capable of experiencing physical and emotional freedom and well-being.

Emotional stress or conflict can appear in the body disguised as any one of a myriad of physical complaints. It can take the form of migraine headaches, ulcers, skin rashes, or muscle tension, depending on what part of the body is most vulnerable. When it settles in the back, pain follows. When this occurs, many people are convinced there is something seriously wrong with their back and Attempt to protect it by giving up physical exercise. This simply produces more stiffness and weakness, aggravating the original problem rather than helping it.

# NATURES BOOK

by Eugene Van Tricht

Ship bells, seabreeze smells, white waves washing the shore. A pole, a hook and a length of line what boy could ask for more?

The splash of water against the piles, the whush of wind round the mast, the roar as the inboard churns to life and strains to accomplish its task.

The smell of salt, the deck's slight tilt, the foam trailing off to the rear. A man's strong arm to rely upon as the boat glides out from the pier.

The pier shrinks down to matchstick size, the city behind is a toy and the world emmense is a world grown small in the eyes of a tiny boy.

The sky above, the water below all are a wonderous hue. The clouds float by, the waves splash up, white and pure and true.

The skyline fades to a long gray line, the green blue hills turn dun and the clouds are mountains of shimmering gold reflecting the morning's sun.

Down clanks the anchor, slow turns the screw, gone is the foamy wake and two small hands try to feed the hook with iridescent bait.

If the bait should slip or refuse the hook, as though not ready to swim, a lean strong hand is there to guide

the boy and steady him. Over the side goes the length of line, down dives the gilded bait and a tiny boy learns the lesson well, that peace comes to him who waits.

The pole bends down, the line snaps taut and fingers tighten their grasp, and suddenly the time to wait is part of the distant past.

Wether fish come up from the deep deep depths, or only a naked hook, a kid can learn in the free salt air to read from natures book.

The long gray line turns to towers and hills, the toy a city tall, as the boat that carried him far away returns to its port-of-call.

That night in his bed a boy can dream of the boat, the sea and the sky and know that even in his sleep men who care stand by.

For it was a Cop who sponsored him and a Cop that helped with the hook and a Cop that was there to turn the page as he read from natures book.

And you were the Cop wether present or not who helped to make this day through your contribution to your Community Services Committee.

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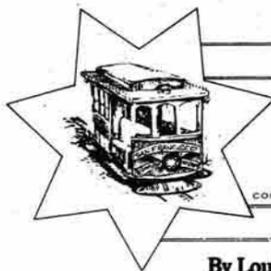
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By Louis H. Feder, Director, Criminal Information  
Assisted by Sgt. Richard Seelig

THE 10-29 (Persons and Vehicle Check) is a valuable procedure to be used regularly in the Patrol Officer's performance of duties. Identifiable property can also be checked through CABLE and you will be able to determine if this property is lost or stolen and make arrests and recoveries using this information.

In the early morning of Tuesday 05/13/75 Officers Morgan #688 and Dullea #669 in 3D15 were on patrol in the vicinity of 20th Street and South Van Ness Avenue. They observed a vehicle speeding South on South Van Ness. They made a traffic stop and ran a routine check. The driver was wanted by the Berkeley Police Department for theft, vandalism and trespassing.

Officer Gustafson #660 was on duty at the Southeast Station on 05/12/75. A subject came to the station to obtain a release for his towed vehicle. A CABLE check was made and had an outstanding traffic warrant for \$190.00. The suspect didn't have the money to post bail so had to be booked. A plastic bag containing possible narcotics was discovered when he was searched. He was booked for possession of a controlled substance in addition to the traffic warrant.

On 05/12/75 Officers Hesselroth #337 and Donaldson #270 were on patrol in 3T6B in the vicinity of Jackson and Van Ness Avenue. They observed a suspect handing cards to passing people. They stopped and questioned him. The cards said he was a deaf and selling the cards. The officers were able to determine he was not deaf. They ran a CABLE check and discovered he had warrants for begging, violation of parole and for being under the influence of drugs.

On the afternoon of 05/11/75 Officers Corley #809 and Pickering #1979 in 3D30 ran a warrant check on a subject at 15th and Guerrero Streets. He was wanted by the Fort Lauderdale Sheriff's Department, Florida for violation of parole.

In the evening of 05/11/75 Officers Allegro #6 and Adams #1788 responded to a call on Ellis Street involving fraud. They questioned the suspect and ran a CABLE check. He was wanted by the Oakland Police Department on forgery charges.

On 05/10/75 Officers O'Neill #230 and Rodriguez #591 in 3A2 in the North Beach Area observed an inebriated suspect on Grant Avenue. They stopped and questioned him. They also ran a CABLE check. He was wanted by this Department on a Superior Court Warrant for burglary.

On 05/16/75 Officers McCann #962 and O'Connell #500 in 3F2 made a routine traffic stop of a vehicle at Haight and Shrader Streets. During the investigation they made a CABLE check. The driver was wanted by this department on a warrant for receiving stolen property. On 05/17/75 Officers Canilleri #1081 and Foster

#1848 in 3F3 observed a vehicle known to belong to a suspect wanted for burglary and aggravated assault being driven in the vicinity of Haight and Clayton Streets. They stopped the vehicle and questioned the occupants. The wanted suspect was not in the vehicle. The occupants were checked through CABLE. One suspect was wanted by this department for shoplifting.

On 05/18/75 Officers Hughes #1243 and Tomasello #466 in 3D6 were sent to the 500 block of Capp Street in response to a call from a woman who stated she wanted an unwanted guest removed from her apartment. The officers investigated and ran a CABLE check on the suspect. He was wanted by the Marin County Sheriff on a failure to provide support warrant and the Albany Police Department for traffic warrants. He was removed.

In the early morning of 05/22/75 Officer Blackwell #1930 in 3T95 arrested a suspect for drunk in the 500 block of Mission Street. During the booking process and with information developed through CABLE it was discovered the suspect was wanted in Colorado Springs, Colorado for 1st degree kidnap, rape, robbery, assault with a deadly weapon and sexual assault.

On 05/23/75 Officers Lawson #939 and Shaffer #986 in 3D3 observed a suspect who appeared intoxicated walking on Castro Street near 18th Street yelling at passing people. The officers stopped, investigated and ran a CABLE check on the suspect. He was wanted by this Department for assaulting an officer.

On 05/27/75 Officers Orlando #361 and Maloney #2014 in 3A1 were sent to a hotel on Taylor Street concerning a suspect with a gun. They were able to disarm and apprehend the suspect. He was arrested and information developed through CABLE revealed he was wanted by the Fresno County Sheriff's Department for burglary, resisting arrest, kidnapping, rape, theft, auto theft, loitering around schools and numerous traffic warrants. He was wanted by the Alameda County Sheriff's Department on traffic warrants and the Oakland Police Department and Santa Clara Sheriffs Department on traffic violations.

In the morning of 05/28/75 Officers Forbes #1167 and Bowrne #618 in 3I29 were dispatched to the area of 18th Avenue and Vincente in response to a call of a suspicious person ringing doorbells. They were eventually able to locate the suspect and question him. He had numerous identification documents but was identified

through fingerprints. He was checked through CABLE. There was a warrant for his arrest for burglary from this Department and a warrant from the Sacramento Director of Corrections for violation of a conditioned release on the suspect.

On April 14, 1975 Solo Motorcycle Officer Sandstrom #569 stopped a suspect at Polk and Lombard Streets for a noisy muffler. A routine CABLE check revealed the driver was wanted by the Los Angeles Police Department as a parole violator.

In the early morning of April 25, 1975 Officers Smith #1035 and Black #1149 in 3E2 were on patrol in the 400 block of Fulton Street. They observed a suspect in a parking lot. They questioned her and ran a CABLE check. She was wanted by this Department on two narcotics charges.

On April 26, 1975 Solo Motorcycle Officer Colla #1011 stopped a vehicle for a traffic violation at Ocean and Phelan Avenues. During the course of investigation he ran a routine CABLE check. The driver had two outstanding warrants for traffic violations from Oakland and a non-support warrant by the Alameda County Sheriff.

On April 29, 1975 Officers Jenkins #333 and Conway #1123 in E7 were on patrol in the vicinity of Van Ness and Sutter. They observed a suspect loitering in a doorway in the early morning hours. They stopped and questioned him. A CABLE check was made. The suspect was wanted by the San Mateo County Sheriff's Office on a narcotics charge, \$20,000 bail.

Solo Motorcycle Officer Brown #969 was on patrol in the vicinity of Market and Castro Streets on April 30, 1975. He observed a driver make an illegal turning movement. He stopped the vehicle and made an investigation. He made a CABLE check. The driver was wanted by the Solano County Sheriff for burglary and fraudulent possession of checks.

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# POLICE ACTIVITIES LEAGUE



## SOCCKER

The 1975 PAL Junior Soccer program climaxed on June 22nd with an exciting match between Concordia and the Crusaders. The Crusaders scored in the opening moments of the game and held off the Concordia attack for the remainder of the first half. The Concordia side improved its attack and came back with a fine score in the second half to force the game into overtime. In overtime play, Concordia scored fast, but the stubborn Crusader side came back and responded with a goal in the second half causing the championship to be decided on penalty shots. The Concordia side came through with "canon like" shots and a beautiful save by their goalie to win the match and the 1975 PAL 18 & Under Championship.

In the 16 & Under Division, Mezcala played a talented PAL South San Francisco team. Mezcala's fine offense finally clicked

when their center forward was finally able to break through the South San Francisco defense and score the only goal of the game, and win the 16 & Under Division title.

The Rovers registered a convincing victory over the Oilers for their second straight championship in the 14 & Under Division. In the 12 & Under Division, the Panthers and Earthquakes were so evenly matched they went into overtime and penalty kicks to break a tie.

The Panthers out did the Earthquakes at the penalty kicks to reign as champs. The Harps and Glens also went into overtime and penalty kicks to decide the 10 & Under Division Championship. The Glens prevailed to become the 1975 Champs.

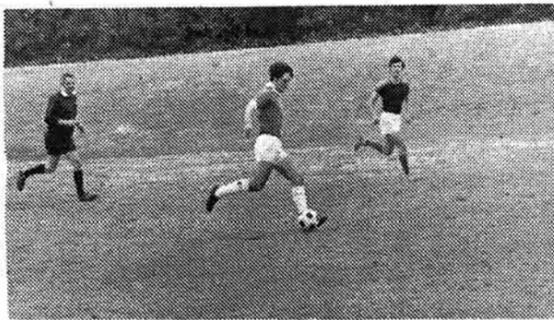
The 8 & Under Division title was won by the Shamrocks. They completed the season with a record of 7 wins and 1 tie with no losses.



Making a Save.  
Mexico vs. Viking Bucs



Trying to turn the Corner. Action at CCSF 1974  
Cobras vs. Monterey



Soccer Action—Balboa Stadium  
Hibernians vs. Mezcala



Looking for Paydirt. Action at CCSF 1974  
Cobras vs. Monterey

## FOOTBALL

Boys, between the ages of 10 and 14, get ready for football! After you hang up your baseball spikes for the summer, PAL Tackle Football tryouts will begin at the below listed playgrounds. Official signups will be held on Saturday, July 26th at 10 a.m. Report to the below listed playground closest to you. The first two weeks will consist of conditioning and then the contact will follow. Keep in mind that eventually you will require a MD's permission slip to participate in contact sports and a copy of your birth certificate to verify your birthday. Also, you may not weigh less than 70 pounds nor more than 140 pounds, depending upon the particular division you are eligible for. The league is divided into the following divisions:

- Jr. Bantam—100 to 140 pounds
- Midget—90 to 125 pounds
- Jr. Midget—70 to 105 pounds

You may sign up at one of the following playgrounds:

- Kimbel—Geary and Steiner
- Crocker-Amazon—Geneva and Moscow
- Portola—Felton and Holyoke
- McCoppin—24th and Santiago
- Glen Park—Chenery and Elk
- Silver Terrace—Silver and Old Bayshore

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# SPORTS

## GOLF CLUB NEWS

On Friday the 13th of June (that's right Friday the 13th) the San Francisco Police Golf Club had it's monthly golf tournament at Rohnert Park Golf Course. Originally fourteen foursomes had signed up to play and only one didn't show up. Yes you guessed it, the thirteenth group didn't show. All in all we had 50 players, 45 members and 5 guests. The weather was beautiful, and the course in good condition.

There were four players in the seventies, led by Grant Fahs with a 77, followed by a 78 by Roger Foge and 79's by Dave Minner and Tom Gordon.

The tournament winner was Clarence Newt Wise who shot 81-16, 65. Second place went to Olin Allgire also with a new 65. Next in order were Al Sonada net 66, Jim Kerr net 67, Cliff Walker net 67 and Ken Carstensen with a net 67. Seventh place was Buzz Maloney with a new 68 followed by Jim Labao net 69, Dick Klapp net 69 and Tom Zaragoza with a net 70.

The Hole-In-One was won by Tom Clothier a guest of

George Gamble with a shot 12'8" from the hole. Second was Olin Allgire 15'1" and third was Bob Mc Kee 18'4".

Plans for our big Tournament at Marin Golf Club on August 1st will be probably complete by the publication of this article, however if anyone who reads this is interested give me a call there just might be a spot or two available.

The Golf Club at this writing has one-hundred and three members. We are getting an average of 45-50 members out for our monthly tournaments and when we have one at a good course even more. As a reminder the golf club is open to all S.F. Policemen both active and retired. If you are interested call me at home ore work and I'll give you any information you need to make up your mind.

Jerry Cassidy, Secretary  
S.F. Police Golf Club  
Room 150, Hall of Justice  
850 Bryant St. S.F.  
(553-1235) or

210 Stilt Ct, Foster City  
Ca. 94404 (349-3426)

## S.F.P.D. BOWLERS HIT JACKPOT IN TAHOE

Over the May 2nd weekend, approximately 15 bowlers and their wives, snow-mobiled their way across the Sierras to participate in the 7th Annual No. California Bowling

Tournament, sponsored by the So. Lake Tahoe Police Department.

It was almost a clean sweep for San Francisco, with the following record breaking scores recorded:

### HIGH GAME

268 Ken Waite—Co. A

### 2nd PLACE HIGH SERIES

633 Lou Ligouri—Juvenile

### 1st PLACE DOUBLES (man and wife)

615 Bill Wilson—Co. A  
553 Gwenn Wilson

### 1st PLACE TEAM TROPHY

Budd Armstrong—Co. A  
Dave Winn—Field Patrol  
Les Adams—Co. A  
Ken Waite—Co. A

### PERPETUAL TROPHY

640 Ken Waite—Co. A  
633 Lou Ligouri—Co. A  
(now an honorary member)  
611 Les Adams—Co. A  
596 Ken Davis—Co. A

To keep the Perpetual Trophy, it must be won 2 years in a row. And there is no doubt that this trophy will find a permanent home in the Chief's Office in 1976.

Wonder what's in the "water" at Co. A? They sure do turn out some very good bowlers!

Congratulations and a very well done to all!

## CREW

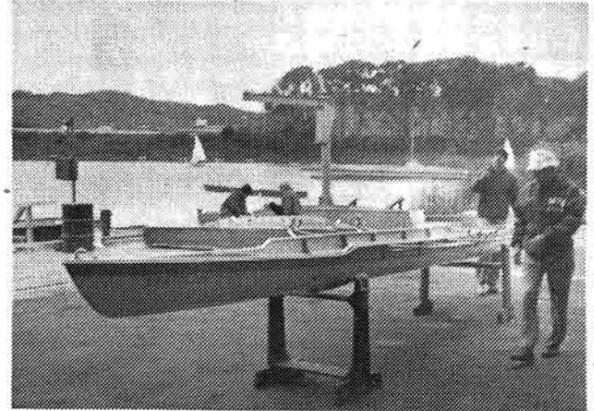
By Al Casciato

In anticipation of the upcoming Police Olympics the crew team has purchased a new workout boat. The new boat is a two man fiberglass warty and is named in memory of Dan Nilan.

The month of June saw the beginning of a continuing rowing competition with the Contra Costa Sheriff's team.

On June 14, Contra Costa hosted San Francisco at Lake Merritt and led off the series by edging San Francisco. On

June 28, San Francisco bounced back and sped to victory at Lake Merced much to the pleasure of a good crowd. After the victory the team and friends enjoyed lunch at Joe's of Westlake. Many thanks goes to one of the team member's mother, Mrs. Michael Griffin, who purchased lunch. Contra Costa promised to return on July 19th for a rematch. Come out that day and enjoy the race and join us in a beer or two afterwards.



Coach Tom Troneum and Mickey Griffin inspect the "Nilan" upon arrival.

## Exercise the "Y" Way

Exercise in the gym and spa can get very dull. For a change of pace, the Central YMCA, is offering a number of weekend fitness camps in the Santa Cruz Mountains, where a range of activities from calisthenics, to jogging, volleyball to swimming, hiking to massage will be offered in the outdoors with indoor camping in the YMCA cabins.

The weekends will also include some group

discussions on health and fitness, some mini-fitness tests. Janet Napier, Women's Physical director, at the Central YMCA, believes this to be a fun way of augmenting current daily exercise routines, and become familiar with exercise programs.

The next fitness camp this summer will begin, Friday evening July 25th, through Sunday July 27th. For more information call Central YMCA, 885-4060.

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175-14X	44.28	2.10	205-15X	61.38	2.97
185-14X	48.38	2.29	215-15X	65.92	3.16
195-14X	52.07	2.53	225-15X	69.25	3.29
205-14X	57.37	2.89	230-15X	78.48	3.36
			FR70-14X	60.25	2.73
			GR70-14X	66.61	2.80
			GR70-15X	64.45	3.02
			NR70-15X	69.22	3.08
			155-12ZX	32.73	1.40
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## Pay Raises and Benefits

by Al Casciato, Co. A

As one of the four POA Officers going around to acquaint the members with the whys and wherefors of the Constitutional changes in the weeks preceding the POA election, I realized that too many of the members were confused on the importance of Salary Standardization.

The annual pay raises are based on the survey conducted by the Civil Service Commission each year. For police and fire fighters, the salaries taken into consideration are from those cities of 100,000 population or greater. Our salary raises "... shall not exceed those salaries paid in the other surveyed cities."

It is imperative that the reader understand that any pay raise thus gained is separate and distinct from any other benefit whatsoever, whether it be called fringe, or otherwise.

Usually these benefits are obtained by amendments to the City charter, state law, federal law, collective bargaining, or negotiations with our Police Commission under the terms of our Memorandum of Understanding.

By standing firm on keeping the Salary Standardization formula intact, the POA can devote the majority of its energies to increasing our "fringe"

benefits instead of having to prepare for "How are we going to get a raise next year?"

If we were to accept less than the highest survey for this year, (or any other year) then we would have broken Salary Standardization for all time. A blessing to City Hall perhaps, but a burden to you for many, many years to come.

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## LEEP Continued

Northern California has one of the largest LEEP programs, based on the number of students, in the country. Because of its importance in servicing the Criminal Justice needs in Northern California and because of the obvious importance to the Criminal Justice personnel already in the LEEP program, we feel there should be **no reduction** of LEEP funds. We feel that attempts to revitalize the economy are necessary, but not at the expense of bringing discontinuity and what could be the eventual death-knell of the LEEP Program. We are urging that you take time out and write to the appropriate people. At the county level you should seek to get resolution through your County Board that will support your position. Additionally, letters of support from your respective mayors would lend weight to our collective efforts.

The Congressional Committee reviewing the budget is the Housing Appropriations Committee. The chairman of the full Committee is George Mahin. The Chairman for the Sub Committee (the Sub Committee is called State Justice, Commerce, the judiciary and other related agencies Sub Committee), is John Stack. Both chairmen can be reached at H-218 U.S. Capitol, Washington D.C. 50515.

The only Californian on these committees is Yvonne Burke (Los Angeles area). Her address is 333 Cannon House Office Bldg., Washington D.C. 20515.

The best position to take at the present time is to push for fund restoration of KEEP funds. Alternatively, you should opt for a supplemental appropriation to support the program at its present level.

## \$68,000 STUDY -- CONTINUED

The pre-test, a vital part of checklist development, will be accomplished by having Officers fill out the experimental JAC and then interviewing them to determine how adequately they feel they were able to describe their day's activities. It is expected that several versions of the JAC will be developed, evaluated, and revised using this procedure.

### 3. Implement and Analyze Job Analysis Checklist.

This procedure will follow an appropriate scientific sampling procedure, most likely involving the completion of the JAC by every Patrol Officer for several days, followed by an extensive use of the JAC by a stratified sample of Officers. The JAC results will then be analyzed to determine frequency, importance and criticality of job activities, pursuant to EEOC Guidelines. The design and analysis of the JAC will be such that the actual use of knowledges and physical skills and abilities in performing routine patrol can be evaluated.

### 4. Development of Training Performance Objectives.

This work will initially be based upon the preliminary job analysis in Step 1 and will subsequently be modified according to the results of the JAC analysis. Four types of Performance Objectives will be developed: Job Knowledge (search and seizure laws, arrest procedures, etc.); Job Performance (filling out forms, etc.); Physical Skills (disarming suspect, application of control holds, etc.); Physical Ability (displaying sufficient strength, as distinguished from skill, to overcome suspect resistance; running in pursuit of suspect; etc.). It is anticipated that anywhere from 100 to 200 Performance Objectives will be developed.

### 5. Development and Implementation of Retention Standards.

For each of the Performance Objectives developed in Step 4, a test or other evaluation procedure will be developed which can be administered in the Academy. These procedures, for which content validity will have been established, can then be used as a basis for terminating or recycling Recruits whose performance is substandard. For all Performance Objectives for which the evaluation includes any element or subjectivity (particularly those involving physical skills and abilities), PSI personnel will assist in the evaluations (for example, acting as suspects for disarming and control hold tests, to insure standardization and suspect resistance) during the first four classes. Additionally, PSI personnel will train Academy personnel in all aspects of the evaluations.

### 6. Development and Validation of On-The-Job Patrol Performance Measures.

Also based upon the job analysis and the Performance Objectives, evaluation procedures will be developed which can be applied to Probationers after they graduate from the Academy. These will be used operationally to evaluate job performance and, where appropriate, as a basis for termination or recycling of Recruits who do not meet minimum standards. These measures will also be used as criteria against which to validate the Civil Service Written Examination and Physical Agility Test, and Height where appropriate. It is anticipated that these measures will include both objective data (number, type, and quality of arrests; injuries and disabilities; etc.) and data developed by means of carefully developed peer and supervisory rating procedures.

**7. Analysis and Report.** A complete statistical analysis of accumulated data will be performed following the EEOC Guidelines and including differential validation with respect to both race and sex. In addition to validating the Civil Service Written Examination, Physical Agility Test, and Height, the criterion-related validity of the Academy retention standards will also be determined.

We should all recognize the necessity for this study and contribute all we can to its success. The most important ingredient, however, is missing. The city has awarded \$68,000 for development and validation of standards but ignores the compensation for those who bear the responsibility of implementing the final product.

If the "proof is in the pudding" then the greatest test of policy ability is in the field. So far, the Board of Supervisors have shown no interest in providing an incentive which would attract the best personnel to apply for Field Training Officers. They don't seem to realize the personal commitment and effort required of those who will convert the study into reality. It's like purchasing the finest football equipment with no regard to who will be using it and then expecting a championship team. *Within the next three to four years we can look for a 50% turnover within the patrol force, some 500 new people.*

We know how poor the last Field Training Program was; we know too that the next one will determine the quality of help the new recruits will receive and, ultimately, the quality of police service the citizens of San Francisco can expect. Since the Board of Supervisors don't recognize what is at stake, those of us who do (P.O.A., O.F.J., S.O.A. and citizens alike) had better band together and find some other ways to get the necessary money.

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